

Message Text

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ACTION EUR-12

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TRSE-00 OIC-02 PER-03 DODE-00 CIAE-00 PM-04 INR-07
L-03 ACDA-10 NSAE-00 PA-02 SS-15 PRS-01 SP-02 USIA-15
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TAGS: OECD, AORG, NATO
SUBJECT: EMPLOYEE ASSOCIATION STATEMENT BEFORE THE
COUNCIL ON SALARY QUESTION

REF: OECD PARIS 36224

1.) THE FOLLOWING IS AN INFORMAL TRANSLATION OF THE
FRENCH TEXT OF STATEMENT READBY EMPLOYEE ASSOCIATION
REPRESENTATIVE BEFORE VOTE ON SALARY QUESTION AT 431
COUNCIL MEETING ON DEC 17, 1976.

2.) BEGIN TEXT OF TRANSLATION:

WE THANK YOU FOR RECEIVING US. WE ASKED TO BE
HEARD BY THE COUNCIL TODAY BECAUSE WE HAD THE IMPRESS-
ION, FIRST THAT THE COUNCIL WAS NOT COMPLETELY INFORMED
OF THE DEGREE OF CONCERN AMONG PERSONNEL, AND ALSO,
BECAUSE THE SECRETARY-GENERAL AS HE HIMSELF DECLARED, IS
NOT THE SPOKESMAN FOR PERSONNEL TO THE COUNCIL. BECAUSE
OF THIS; IT SEEMED TO US INDISPENSABLE TO BRING DIRECTLY
TO YOUR ATTENTION A CERTAIN NUMBER OF POINTS.

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FIRST, THE 133RD REPORT WAS RIGHTLY CONSIDERED BY
EMPLOYEES TO BE A VERY SERIOUS THREAT TO (EQUITABLE)
STAFF REMUNERATION. A VOTE BY SECRET BALLOT (REFTEL)
SHOWED THAT A LARGE MAJORITY OF EMPLOYEES WERE READY TO
DEMONSTRATE THEIR DISSATISFACTION BY GOING ON STRIKE.
FACED WITH THE IMMINENT ADOPTION OF THE 133RD REPORT,

THE STRIKE WAS HELD TUESDAY AFTERNOON AND ALL DAY WEDNESDAY (DEC 14-15). AT A GENERAL MEETING THURSDAY MORNING, (DEC 16), THE EMPLOYEES DECIDED TO SUSPEND THE STRIKE IN THE HOPE THAT THE COUNCIL, AFTER HAVING HEARD US TODAY, WOULD TAKE INTO CONSIDERATION POINTS OF PARTICULAR CONCERN TO EMPLOYEES.

THERE ARE FOUR POINTS OF PARTICULAR CONCERN:

FIRST, ARTICLE 1 CONCERNING COST-OF-LIVING COMPENSATION. THIS POINT CONCERNS ALL EMPLOYEES, BUT IS OF VITAL IMPORTANCE TO LOWER-GRADE PERSONNEL. UNDER THE PREVIOUS SYSTEM, WE BENEFITTED FROM A QUASI-AUTOMATIC PROCEDURE OF COST-OF-LIVING ADJUSTMENT EACH TIME THE INFLATION RATE CROSSED A CERTAIN THRESHOLD. ARTICLE 1 OF THE 133RD REPORT REMOVES ANY GUARANTEE OF COMPENSATION FOR RISE IN PRICES INCLUDING THOSE FOR LOWER-GRADES. WE ASK YOU TO TAKE INTO ACCOUNT THE FACT THAT, EVEN IF THE HIGHEST GRADE EMPLOYEES CAN, IF NECESSARY WAIT A YEAR AND TOLERATE AN INFLATION RATE OF 10 TO 12 PERCENT, THIS IS NOT TRUE FOR LOWER GRADES. NEITHER IS MEMBER COUNTRY NATIONAL SALARY POLICY ORIENTED IN THIS DIRECTION. IT IS FOR THESE REASONS THAT WE ASKED FOR MODIFICATION OF ARTICLE 1 WHICH WOULD ENSURE COMPENSATION FOR COST-OF-LIVING INCREASES, DIFFERENTIATED ACCORDING TO GRADE, IF NECESSARY, BUT WHICH WOULD AT LEAST GUARANTEE THE PRESERVATION OF THE PURCHASING POWER OF THE LOWER GRADES.

THE SECOND POINT CONCERNS THOSE IN B AND C GRADES,
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AND THE REFERENCE TO THE PUBLIC SECTOR IN TERMS OF SALARY LEVELS. THE PREVIOUS SYSTEM WAS CALLED THE SYSTEM OF QUOTE BEST LOCAL EMPLOYERS END QUOTE. THE INTRODUCTION OF THE PUBLIC SECTOR IS IN ITSELF A DEGRADING OF THE SYSTEM; FIRST, SALARY LEVELS IN THE PUBLIC SECTOR ARE QUITE DISSIMILAR. FURTHER, THEY ARE DIFFICULT TO COMPARE NOT ONLY CONCERNING GRADE EQUIVALENCIES, BUT ALSO IN WEIGHING THE ADVANTAGES OF NATIONAL CIVIL SERVICES ON SUCH POINTS AS EMPLOYMENT SECURITY, DEFINITION OF THE IDEA OF A CAREER, AND UNEMPLOYMENT INSURANCE

WE HAVE LEARNED OF A PROPOSITION WHICH TAKES INTO CONSIDERATION ALL ELEMENTS OF ACTUAL REMUNERATION IN THE PUBLIC SECTOR, AND WE UNDERSTAND THAT, IN THE ABSENCE OF SUFFICIENT INFORMATION, THE CCG WOULD BE CAPABLE OF MAKING ESTIMATES OF THOSE FACTORS. WE CONTINUE, HOWEVER, FOR ALL THE REASONS ALREADY MEN-

TIONED, STRONGLY TO PREFER A REFERENCE TO THE PUBLIC

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SECTOR IN TERMS OF EVOLUTION OF SALARIES, AND NOT IN
TERMS OF SALARY LEVELS.

BEFORE TAKING UP THE POINT CONCERNING A AND L
GRADE EMPLOYEES, I WANT TO EMPHASIZE THE FACT THAT B
AND C GRADE EMPLOYEES HAVE NOT HAD A COST-OF-LIVING
ADJUSTMENT FOR THIRTY MONTHS, WHICH IS A SAD CONTRAST
TO WHAT HAS HAPPENED IN THE GREAT MAJORITY OF MEMBER
COUNTRIES.

CONCERNING EMPLOYEES IN A AND L GRADES WE ARE
FULLY AWARE THAT THE PROPOSITIONS, SUBMITTED TO YOU,
REPRESENT A CLARIFICATION RELATIVE TO THE INITIAL DRAFT
OF THE 133RD REPORT.

MY LAST POINT CONCERNS THE ENTIRE
STAFF: IT SEEMS TO US INDISPENSABLE WHEN THERE IS
DISAGREEMENT WITH (SALARY) FIGURES FURNISHED BY SURVEY
COUNTRIES, THAT A NEUTRAL GROUP OF STATISTICAL EXPERTS
SERVE AS ARBITER. THIS PROCEDURE WHICH EXISTS IN THE
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RECENT EVENTS SEEM TO US TO SHOW CLEARLY THAT
DIRECT PARTICIPATION OF THE STAFF ASSOCIATION, IF NOT
IN COUNCIL AT LEAST AT HEADS OF DEL MEETINGS, WOULD
HAVE PERMITTED ADVANCE WARNING OF A CONFLICT, WHICH
WE, LIKE YOU, WOULD HAVE PREFERRED TO AVOID.

I WOULD LIKE TO CLOSE BY SAYING THAT ANOTHER
GENERAL MEETING IS SCHEDULED FOR THIS AFTERNOON (DEC 17)
WHERE WE WILL REPORT (COUNCIL MEETING RESULTS), IN A
POSITIVE WAY, I HOPE.
KATZ

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